

## **AMOU Statement on TasPorts Pilots Enterprise Agreement Negotiations**

The AMOU Marine Pilot Members employed by the Tasmanian Ports Corporation (TasPorts) have been negotiating for a new Enterprise Agreement with their employer since June 2023.

The Marine Pilots accepted TasPorts' request for a roll-over of the current agreement in both 2021 and 2022. The reasoning for this is firstly due to the ongoing demands placed on the business by COVID and secondly, due to TasPorts' lack of capacity to negotiate new agreements due to the mismanagement of their own structural re-organisation, which left the business unable to deal with outstanding industrial relations issues. These current Enterprise Agreement negotiations are the first meaningful ones that have taken place since 2017/18.

The TasPorts Marine Pilot's primary claims in the ongoing negotiations are centred on improved salary and leave conditions which would align them with Marine Pilots in other jurisdictions throughout Australia. TasPorts understands that they operate in a national employment market yet have shown that they're totally unwilling to apply these standards to their Marine Pilots. Throughout the current negotiations, it is our view that TasPorts have engaged in unethical behaviour in order to further advance their claims. For example, the company's recent claim that the Marine Pilots have refused to drive EVs is totally untrue. As part of the ongoing negotiations and as a sign of good faith, the Marine Pilots suspended Protected Industrial Action in an effort to engage in genuine negotiations with TasPorts. Unfortunately, this has proven to be fruitless with TasPorts not only failing to adequately address Pilots' outstanding claims but bringing additional claims to the table under the guise of 'productivity improvements'.

Marine Pilotage is a highly specialised occupation where our members inherit great personal and professional risk in order to safely pilot vessels in Tasmanian waters. Pilots are either former ship's Masters or Chief Officers with over 10 years of seagoing experience prior to commencing a local pilot training program.

The Marine Pilots are fully aware of the privileged position they hold within the community, however, are disappointed at TasPorts' ongoing attempts to ensure they remain amongst the lowest paid Marine Pilots in the Nation. We contend that the ongoing industrial dispute should be viewed as TasPorts not being able to adequately manage their own industrial relations landscape, rather than an effort on our part to inconvenience the people our island-State. Safe and efficient marine pilotage is integral to the functioning of our State, and we therefore wish to resume meaningful negotiations as soon as possible in an attempt to minimise unnecessary interruption to Tasmanian businesses and communities.

5 February 2024